

Belconnen High School

Annual Action Plan Report 2017

Context

Belconnen High School completed External Validation in 2014 through a process of review which included the use of the National School Improvement Tool. The panel recommended the following:

1. Priority given to a school wide systematic student performance data collection process.
2. Greater emphasis on improved student learning outcomes.
3. Documentation of school programs and processes.
4. Implementation of the Australian curriculum.

These recommendations form the basis of the strategic priority and are encompassed in the Professional Learning Community Model (PLC). The modernisation of the school's facilities was prioritised in the previous strategic plan and will continue in this plan. The development of this plan has closely involved the school community through the School Board and P&C.

The modernisation of the Buildings commenced in the second term of the year and dominated the actions of the school for the remainder of the year. This is described in further detail in the evaluation below.

Methodology

A process of continual evaluation was predominately used for the strategies listed. This process included regular monitoring of progress with the relevant stakeholders. The primary stakeholders for key improvement strategy 1 were the school's teaching staff, other stakeholders included students and parents. The meeting times and purpose for staff were changed to encompass continual evaluation of the progress of our goal to be a PLC school. In the beginning this was the reaching of a shared understanding of the PLC model and the staff undertaking a shared responsibility to achieve this change. Some key actions were easily assessed such as the provision of professional learning or the production of curriculum documents. Others such the judgement of staff understanding was more difficult. All evaluation by staff was gathered by the executive team and regularly analysed to determine progress. The timelines for completion or introduction of action were subsequently adjusted according to this analysis.

The methodology for key improvement strategy 2 was primarily driven through completion of works set by the Infrastructure and Capital works section of ETD.

Evaluation of key improvement strategy 3 focused on two areas of data. Firstly, information gathered from the primary schools and secondly 2017 enrolment data.

Evaluation of Performance

Priority

Improve student learning outcomes

Within this priority there are three Key Strategies:

- 1. Implementation of the PLC Model**
 - Develop a culture of learning across the school.
 - Build staff collaboration and skills to focus on student learning.
- 2. Modernise the School Facilities**
 - Modern school facilities that enhance student learning
- 3. Strengthen community partnerships**
 - Continued enrolment growth for 2017

Targets

- PAT testing data in Maths and English for Years 7 and 8 used to inform improvements for students.
- Tier 2 intervention program developed
- PL plan developed for the year and delivered in the Teaching and Learning meetings
- PLTs meeting regularly with documented minutes
- Stage 2 planning for Modernisation
- Successful delivery of BRTSC courses

Progress

Key strategy 2, Modernisation of the school buildings, has dominated the operating plan of the school in 2017. While a large proportion of the actions required in preparing and moving staff and students out of the areas of the school that would be the first stage of the works were predicted and planned for, many more became evident once the exercise was underway. This was also the case when the works began, particularly the demolition works. As a result, Strategy 2 was prioritised over the other strategies to maintain continuity of the educational delivery.

The targets listed above from the 2015-2018 Strategic Plan have been achieved as highlighted in the previous report. Consequentially, additional actions specific to each of the key strategies were included in the 2017 Annual Operating Plan. The progress of those additional actions is described below.

Implementation of the PLC Model

Specific additional actions undertaken in 2017:

- Use NSIT tool with Exec Team to determine where we are up to for this strategy
- the expectations of this strategy and strategy 2 so as to ensure staff workload is acceptable
- Realign this strategy and inform staff of the new direction for 2017 and 2018

As a result of the necessary prioritisation of the modernisation program the executive team identified this strategy as an area to be put on hold to enable staff to focus on stable educational delivery.

This strategy will be re-focussed in the 2018 AOP.

Modernise the School Facilities

Specific additional actions undertaken in 2017:

- Work with ICW on the development of the Final Sketch Plans (FSP) for stage 2 works
- Work with ICW on the development of the staging of the works to ensure continuation of quality education for students
- Set up staff working group to develop a STEM plan for the school
- Develop PL for staff on “teaching within a 21st century learning environment”
- Regular progress updates for Staff, Parents and Students

The development of both the final architectural and staging plans for the modernisation project was a process that spanned the year. Throughout the process the continuation of the educational delivery whilst construction took place was prioritised by all parties. As such the staging plans were consolidated from five stages to three that aligned with school holiday periods. This will allow staff and students “change-over” time between stages and a less disrupted educational program. The process has developed a productive and empathetic working relationship between the school and the building company (Cockrams Constructions).

Architectural plans were at 95% completion by the commencement of the 2018 school year. The planned construction focusses on the principles of 21st century or “Futures” Learning, that enhances the ability of teachers to encompass collaborative learning. The plans will be made available on the school’s website on their completion.

A professional learning program has been developed for staff that focuses on the pedagogical changes necessary for futures learning. This program will commence at the start of 2018. A group of staff led by the Deputy Principal have begun a research project that will result in a STEM plan for the school.

Preliminary works commenced in Term 1 with Stage 1 commencing in Term 3.

Works included:

- Construction of a new roof for the main building
- Demolition works for stage 1(Eastern side of main building)
- Preparatory works for new build e.g. electrical, data, plumbing, fire system, etc

Consequential actions:

- Relocation of administration area to temporary building in front Quad
- Installation of temporary toilets for students
- Relocation of staff and students to Back Building and western side of Main Building
- Revised wayfinding, access routes and emergency procedures for each stage
- Revised curriculum offerings, timetable and room allocations for each stage

Stage 1 is planned for completion in Week 10, Term 2, 2018,

Stage 2 to commence during the stand-down period at the end of term 2 and completion in week 10 of Term 2.

Stage 3 is planned for completion for the start of the 2019 school year.

It is anticipated that this Key Strategy will continue to dominate the 2018 AOP.

Strengthen Community Partnerships

Specific additional actions undertaken in 2017:

- Explore and trial opportunities to strengthen transition program with Hawker College
- Consult with school community for the Stage 2 Modernisation program
- Continue to explore and trial opportunities to strengthen ties to Primary schools

A meeting was conducted with the Principals of both schools to explore ways to strengthen the transition program for the year 10 students to Hawker College. From this initial meeting a new governance structure was developed to further the program. The SLC of School Culture and Community from Belconnen High and the Careers Officer from Hawker College co-led the program. This resulted in an enhanced program for the year 10 students during the year, which included sessions run by Hawker College students and a more focused process for course selection. The college will gather evidence from students in 2018 as to the effectiveness of the changes.

Consultation with the community for the modernisation program included:

- Parent forums led by the P&C Committee
- Regular updates from the Principal in the school newsletters, other correspondence and P&C committee and School Board meetings
- A fortnightly progress report produced by the Builders (Cockrams Constructions) entitled "The two week look ahead" distributed to all parents
- Distribution of the architectural and staging plans to all parents

Parent, staff and students were involved in the development of the design for the buildings. This initial design was used in the brief for the tender process for ascertaining the company appointed to undertake the building works.

Student enrolment numbers continue to increase with numbers for year 7 in 2017 at census at 118 students, a 10% increase on the previous year. In 2017, the year 7 cohort continues to be the largest year group in the school. This continues the trend from 2016. For 2018, a cap of 150 students was established and enrolments restricted to PEA students only once enrolments reached 130 students. This cap was established to prepare for the school's new capacity, when modernisation is completed, of 600 students. Current Year 7 enrolments for 2018 are at 131 students. This is a further increase in enrolments of 11% compared with the same time last year.